

Centre for Building Studies

Library atrium reflects CBS light study

by André Fauteux

Concordia has seen the light. Design plans for the new downtown library complex have incorporated an atrium to allow users to study in daylight. Based on research at the Centre for Building Studies (CBS), working in natural light promotes productivity and good health.

Mohamed Boubekri told CTR last week that Concordia is leading Canada out of the dark ages. He has been studying the relationship between daylighting, energy and human behaviour for four years at Texas A&M University, as part of doctoral work.

"Concordia has a fairly comprehensive research programme," said Boubekri, the only architect teaching at CBS. "Research in the area of daylighting has been lacking here (in Canada), compared to the U.S. and Europe."

The conditions under which human beings work has become a concern in the last two decades. Boubekri said people tend to take their natural environment — good or bad — for

granted and that building designers have a moral duty to provide as much natural light as possible. He said plentiful daylighting can be an excellent marketing tool for building owners. Although extra windows increase energy consumption, the added expense is more than compensated by increased productivity and health.

"Research has shown that over the first 40 years, salaries make up 90 to 92 per cent of the total operating costs of a building. So, whatever slight productivity gains you obtain will be higher than energy losses. But, that's not to say energy isn't important."

He noted that studies done by the Swedish Research Council show exposure to natural light speeds the recovery of hospital patients. Workers who are not close to windows often hang "surrogate" pictures of nature on their walls, he added.

Boubekri cited another study which dispelled misconceptions about working under fluorescent lights. Carol Venolia, in her *Healing Environments: Your Guide to Indoor Well-Being*, said most artificial lights lack ultraviolet (UV) light, a biologically crucial component of sunlight which "has been found to stimulate blood circulation, lower blood pressure, lessen fatigue, stimulate the glands (and disease-fighting) white blood cells, increase the release of endorphins, and make possible the production of vitamin D, thus increasing the absorption of calcium and phosphorus."

As well, the rhythms of day and night and the spectral properties of the sun



PHOTO: Moritz Gaede

The skylights at the Faubourg downtown make eating — and studying — more pleasurable for many Concordia students.

are fundamental to the timing of the body's biological clock, making it almost as important as food in the control of bodily functions.

Venolia explained that radiant heat from the sun warms people and objects, not the air, as forced-air does, stirring up dust, increasing noise pollution,

drying out mucous membranes, thus increasing people's susceptibility to infection, and requires higher ambient temperatures to be comfortable. She recommended working and living by open and UV-admitting windows and under fluorescent tubes that include a UV component.

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The Centre for Building Studies is involved in a study that may cure sick-building syndrome.

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Sociology Professor Julio Tresierra's dream to give Central American students the opportunity to study in peace is a few steps closer to realization.

Faculty Caucus 5-8

The discussion draft of the brief Faculty Caucus proposes to submit to the Bélanger-Campeau Commission on Concordia's role in the future of Québec is published in its entirety.

Faculty ratifies collective agreement

by Donna Varrica

After 16 months of negotiations, the Concordia University Faculty Association has voted to ratify a new collective agreement by a decisive 2-to-1 margin, CUFA President Enn Raudsepp announced last week.

The new collective agreement introduces several new clauses and provisions. These include more access to information about salaries and budgets, equity hiring for fairer male/female faculty representation, a new category for research appoint-

ments and recognition of a Department Chair's role.

Raudsepp said several key points in the previous agreement, which expired on May 31, 1989, had to be renegotiated, including restructuring limited term appointments (LTAs) and streamlining grievance and appeal procedures. Also, a more equitable promotion process was put in place.

On this last point, Raudsepp said, "the procedures used in the past for promotion were clearly not working. Concordia has the lowest number of full professors of any university in Québec."

Among other highlights of the new collective agreement are increases in the book allowance and sabbatical leave

grants and cost of living increases of 4, 5.13 and 4.5 to 5 per cent for the three years of the contract.

Hal Proppe, Associate Vice-Rector Institutional Relations and Finance, who was one of the chief Administration negotiators, said of the contract, "we reached a good compromise, meeting the financial objectives of the University and maintaining the tradition of giving salary increases based on the quality of performance."

The issue of career development increments (CDI), a crucial point in negotiations, has been resolved with a new system, called the Salary Progression Step. The new system was

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Sick-building syndrome could become a thing of the past

by Daniel Kucharsky

Centre for Building Studies (CBS) Professor Fariborz Haghigat told CTR that though sick-building syndrome is widespread, help is on the way. Together with the Institut de recherche en santé et en sécurité du travail du Québec, researchers at CBS are in the middle of a two-year study of occupants of two floors of a 10-storey office building in Montréal.

Sick-building syndrome is a creation of the 1970s, when the energy crisis sent everyone scrambling to control energy-sapping leaks in buildings. Hermetically sealed windows puts the burden of providing fresh air and removing contaminants on a building's ventilation system. When the system doesn't do its job, sick-building syndrome is the result.

Occupants of sick buildings develop such symptoms as headaches, fatigue,

dizziness, difficulty in concentrating, eye irritations and dry throat. A building is considered "sick" if more than 20 per cent of its occupants complain about the quality of air and if their symptoms disappear soon after leaving the building.

According to studies, 65 per cent of office buildings in the United States are sick. Building-related illnesses cost \$3 billion in lost annual productivity. The results are likely similar for Canada, Haghigat said.

Studies done by the downtown Montréal CLSC have shown that up to 80 per cent of downtown office workers have complained about air quality at work. And, in 1987, more than 1,800 office buildings in Canada were investigated for poor air quality after similar complaints.

In the CBS study, carbon dioxide levels are being controlled on only one of the two floors being surveyed. Occupants working on the two floors of the building are not aware the study is being conducted.

Although the normal carbon dioxide level is 1,000 parts per million, the level on the controlled floor is maintained at less than 700 parts per million. The level of carbon dioxide, produced in respiration, indicates the efficiency of a building's ventilation system.

Preliminary results show that on the controlled floor, the level of contaminants and energy consumption is down, as are complaints about ailments suffered by the occupants. The study is also measuring air velocity, temperature, wind fluctuations and workers' absenteeism rates.

Although the results of the study will likely be useful, controlling carbon dioxide is not a cure-all for indoor air-quality problems, Haghigat said.

Other contaminants such as formaldehyde, dust and volatile organic components must also be examined closely, as well as the selection of building materials, furniture, carpets, carpet glue and paint.

Haghigat, CBS Director Paul Fazio and a research assistant will soon begin a study on the effect of office partitions on air-flow patterns. No significant research on the role of dividers, common in today's office buildings, and their effect on indoor air quality, has been done to date.

Air diagnostics is a field that may mean open market for students because of a lack of qualified people, Haghigat said. CBS offers the only programme of this kind in Canada.

Concordia doing its share to cure own sick buildings

Concordia receives about 50 complaints a year about ailments attributed to building sickness, said Environmental Health and Safety Coordinator Sue Magor. Every complaint is followed up.

Magor predicted sick-building syndrome will become a major issue within the next five years. "People are much more aware," she said.

Among the buildings Concordia owns, the Henry F. Hall Building has some of the University's main air-quality problems. With its varied uses — laboratories, classrooms and offices — "you end up with a great big cocktail," Magor said. "That building needs attention."

She added that complaints about the Hall Building have declined in recent years and modifications are planned for the building's sub-basement level.

The Visual Arts (VA) Building, located in a former car dealership and modified when much less was known about indoor air quality, is another University building undergoing renovations to improve its indoor air quality.

Some of the solutions for improving air quality in the VA building have been simple. For example, water-based inks have substituted oil-based inks in printmaking techniques. Problems still remain, however, in such areas as the photography labs.

Several of the University's rented facilities, such as the ER annex on Guy Street, have also been the source of an "awful lot of complaints," Magor said.

University buildings continue to deteriorate, Magor said, due to the effects of funding cutbacks over the last few years. Still, "Physical Plant has done a marvelous job with the resources they have." Magor would like to see a regular indoor air-quality maintenance schedule.

A study presented to Montréal City Council last May includes recommendations that the city strengthen norms for air quality in buildings. One of the recommendations requires building owners to have their mechanical ventilation systems certified.

If air-quality norms are toughened, the additional costs to Concordia could be tremendous, Magor said.

Indoor air-quality problems are prevalent in newer buildings. "I've never heard of problems at Loyola," with the occasional exception of the Drummond Science building, she added.

There will always be people unhappy with air quality in buildings, Magor said. Ideally, 80 per cent of the people should be comfortable 100 per cent of the time.

Ironically, even the Environmental Health and Safety office, located in one of the old Bishop Street annexes, is not always shielded from air-quality problems. When construction workers recently began to sandblast a building that will be incorporated into the Montréal Museum of Fine Arts expansion, dust blew into the EHS office. The Commission de la santé et de la sécurité du travail were called and they ordered the workers to install a hood to contain the dust. — DK

OFF THE CUFF



Creating unemployment not the way to fight inflation, says Chorney

edited by Bronwyn Chester

Off the Cuff is a weekly column of opinion and insight into major issues in the news. If you are a Concordia faculty member and have something to say "off the cuff," call CTR at 848-4882.

As the recession sets in, the rate of unemployment is quickly rising. Figures released two weeks ago by Statistics Canada showed last month's 8.8 per cent unemployment rate was the highest it has been in three years. Québec has been hit particularly hard with a rate of 11.1 per cent, the highest since August 1986. Political Science Professor Harold Chorney says creating unemployment is the wrong way to fight inflation and the deficit.

"I've argued for a long time that the federal government should abandon its policy of fighting inflation through slowing down the economy. All that does is create unemployment and hardship for those in the weakest positions in the economy. It doesn't solve the inflation problem. They've just jammed on the brakes and thrown out the passengers.

"There can be many sources of inflation, so you have to disaggregate the problem and see which aspects of the economy have to be adjusted. The push for higher wages is only one source of inflation. The push for higher profits for shareholders plus the inflation caused by real estate speculation — such as Toronto has seen — are also causes.

"There has to be consensus-building between unions and business regarding wage and profit gains in order to run the economy at full employment without inflation becoming a problem. A policy of consensus and full employment makes possible much lower interest rates than the central bank is currently running with."

"In cases where an industry is simply not viable in a global economy, the government should plan in advance, not simply turn people out onto the streets. In Sweden, for instance, the government decided to close down the shipbuilding industry, but it saw that workers were retrained for new jobs. The federal and provincial governments may want to consider a similar policy with some of Quebec's weaker manufacturing industries, such as textiles and furniture."

North-South:

Concordia, Costa Rican universities working together

*Tresierra's dream
begins to come true*

by Bronwyn Chester

War and poverty have a way of disrupting university life. At the University of San Salvador, for instance, the Rector's office is in the cafeteria kitchen and administration works out of cardboard-partitioned offices in the cafeteria. The entire city is a campus as 18,000 students travel to their classrooms at various locations.

What impresses Sociology Professor Julio Tresierra is the will of faculty and students to continue under adverse conditions. For the past four years, Tresierra has lived like a migratory bird,

flying to and from Central America, establishing links between universities there and Concordia.

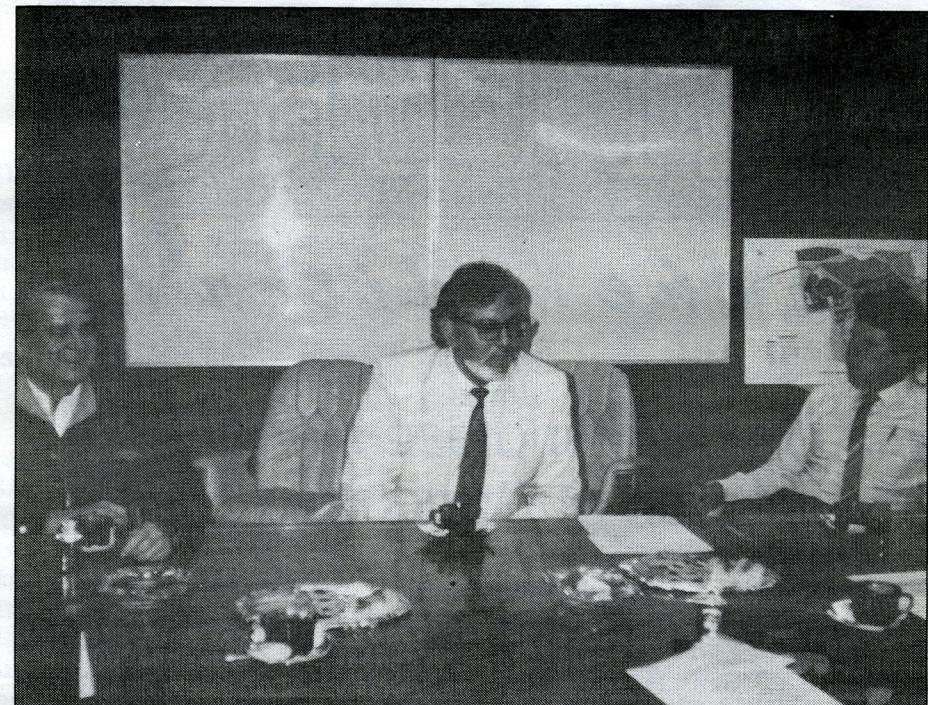
"There is such a strong sense of mission," said the Peruvian-born professor. "The activities of Central American universities are tied to the development needs of the people. That's something Canadian universities can learn from. We can work with these universities, conducting joint research on issues affecting the Americas, such as energy and the environment, and helping to provide the academic training needed in Central America for development."

Agreements signed

Last June, Tresierra was part of a Concordia delegation to Costa Rica where Vice-Rector Academic, Rose Sheinin, signed agreements of cooperation with three Costa Rican universities.

Costa Rica is not a war-torn or poor

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Julio Tresierra (centre) in the Rector's office at the Costa Rica Institute of Technology last June.

Costa Rican Dean recounts her experiences as a woman in engineering

by Mary Frances Hill

Clara Zomer calls herself a survivor. As the only woman among 200 students in the Civil Engineering programme at the University of Costa Rica (UCR) in the 1950s, she was no stranger to injustice and practical jokes. Classmates wrote obscenities in her notebooks and surprised her with "gift" rodents. She often felt the marks she received were a poor reflection of the work she had handed in to her professors.

Success is its own sweet revenge and now, as Vice-Dean of the Faculty of Engineering at her alma mater, Zomer said she is more than a survivor, she is a product of her own rationality, determination and self-control.

Zomer was at Concordia two weeks ago to meet with members of the Facul-

ty of Engineering and Computer Science and she took the time to address the Engineering and Computer Science Students' Association (ECA). She recounted her experiences as not only the first female student in UCR's engineering faculty, but later as its only woman professor — and now its sole female administrator.

She said many of the difficulties she encountered as a student and a working engineer were unique to her because of her sex. "When there is an injustice done to you, do you ignore it, or defend yourself?" she asked.

Fearing she would be labelled as too aggressive, Zomer kept a low profile. "Many times I chose not to defend myself."

She explained how women in Central America are socialized to be submissive in classrooms or professional situations. "Many (women) students are not

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Evaluation Committee Dean of Graduate Studies

The Board of Governors has established an Evaluation Committee to review the performance of the Dean of the Division of Graduate Studies and to make a written recommendation either for or against reappointment for a second term, in accordance with the Rules and Procedures for Evaluation Committees and Advisory Search Committees approved by the Board of Governors in May 1984.

The Committee is required to make its recommendation in light of the information presented to it. To this end, interested persons are invited to make relevant comments, in writing, to the Committee. These should be received no later than 5 p.m., December 5.

The proceedings of the Committee and its discussions are confidential.

Submissions marked "Confidential" should be forwarded to:

Dr. Rose Sheinin
Chair, Evaluation Committee, Dean of Graduate Studies
Office of the Vice-Rector Academic
AD 231
Loyola Campus

Concordia is a vibrant collection of people, places and activities. *At-a-Glance* is one vehicle for discovering some of what is happening here. This column welcomes your submissions.

by Donna Varrica

- Associate Dean of Fine Arts **Barbara Mackay** was invited to the Joint Conference of the National Coalition of Arts Therapies Associations in Washington, D.C. early in Nov. 2 to 5 to represent drama therapy on a panel responding to the keynote conference presentation of the *Arts and Bali*.
- Philosophy's **Murray Clarke** was invited to deliver a paper at The University of Western Ontario on Nov. 2 titled "Two Moorean Lessons for the Sceptic." Another paper "Epistemic Norms and Evolutionary Success" appears in the November issue of the international journal *Synthese*.
- Mechanical Engineering Professor **Aaron Saber** has been nominated to be a member of the Propulsion Committee of the Royal Aerospace Establishment, Space Propulsion, of the International Astronautical Federation. Saber is the only Canadian to be chosen to the Committee.
- Marketing Professor **Ulrike de Brentani** was elected to sit on the Executive Committee of the European Marketing Academy as National Coordinator for Canada for a three year term (1991-93).
- Sociology and Anthropology Professor **John Jackson** was appointed to the Hindu Studies Review Committee. He has also agreed to act as an evaluator of submissions to the Fonds pour la formation de chercheurs et l'aide à recherche (FCAR) Committee on Scientific Reviews.
- Sociology and Anthropology Department Chair **Pieter de Vries** has agreed to serve as External Assessor for the Academic Review of the Department of Sociology and Anthropology at the University of Prince Edward Island.
- Vice-Rector Academic **Rose Sheinin** is in Toronto this week, addressing participants of a seminar at Connaught Laboratories, at the Centre for Biotechnology Research.
- Management Professor **Steven Appelbaum** was the workshop leader at the Canadian Federation of Deans of Management and Administrative Studies' workshop on Privatized Degree Programmes. Appelbaum gave a presentation on Concordia's Executive MBA programme.
- Welcome to Concordia to **Joseph Capano**, who has been appointed as Manager, Purchasing Services.

LETTERS

to the editor

Bui blasts "mindless slandering" of research at Concordia

I was shocked upon reading the Letter to the Editor ('Research chic' is replacing teaching) by Carl Goldman in CTR November 15. This is a mindless slandering of the whole research community at Concordia. Without a reply, it could be construed as admittance of the irresponsible charges in that letter.

I have been at Concordia for 16 years. During this period, I have known a large number of professors at Concordia. Most of them are in the Faculty of Engineering and Computer Science. Most of them are doing research in one form or another and most of them are also committed to undergraduate teaching. Yet, I have not met, nor do I know Professor Goldman.

The philosophy of education is a complex issue. Someone with only limited knowledge and ability to teach could not do justice by trying to define it. Training doctoral students requires much more than the common notion of teaching in CEGEP and high school. The shortage of scientists (people who can teach at the university level and do research) is already noticeable in Canada and it is going to be worse in the years to come.

I have seen the dedication of the vast majority of the professors in my department. They do not work eight hours a day. Their days are closer to 10 or 12 hours including Saturdays and Sundays. I have seen many of them coming to the department on weekends to meet with their graduate students. All of them are also teaching undergraduate courses and all of them have office hours to meet undergraduate students. Most of them are also very committed to good teaching. Grade inflation does not come from the good researchers. It comes from professors who unfortunately do not know the subject matter they are supposed to teach well enough, hence resort to teaching in a superficial manner and "bribe" the students with high marks.

It is true that in any university one could find people who publish papers, receive grants and contracts but the work is done by the researchers they "manage" rather than by themselves. Also, in any university one could find research which can be judged as less than substantial. But certainly most of the research done here is not "repetitious rubbish having no value regardless of the means of measure-

ments." The research done by some departments at Concordia, including the Computer Science Department, has received recognition and respect from first-class research institutions around the world. The international media coverage of our research achievement in the past few years certainly did not come from our "rubbish" research or work of "no value."

While it is easy to see the dedication of people who do research in medicine such as AIDS and cancer, it needs some effort to understand the work and to appreciate the dedication of the researchers in other disciplines. It is well known that research in one area very often depends on the progress of the work done in another area. As an example, medical research (including work on AIDS and cancer) depends heavily on recent progress in computer science.

More than a full-time job

As professors in a university, we have to teach undergraduate as well as graduate courses, advise students, guide graduate students, publish papers, obtain research grants to support our students and research activities, serve in committees (external and internal). ...This to me is not one full-time job. It is many full-time jobs done by one person. Most of us receive a salary which is often lower than what our Ph.D. graduates can make in industry. (Post-doctoral fellowships at IBM research labs are worth over \$60,000 U.S.)

I think it is absolutely wrong and irresponsible to make general statements such as those in the letter. It is wrong to generalize from a few instances that one sees in one's own department or faculty. If it is true that there are departments in this university where the students "are unable to find any professors in two weeks" and "there is not a soul in sight ... (for) five days a week, at almost any hour of the day," then those departments should be shut down completely and permanently. One rotten egg could make the whole basket smell bad.

T.D. Bui
Professor and Chair
Computer Science Department

Recycling Committee comes up with answers

Letter to the Editor

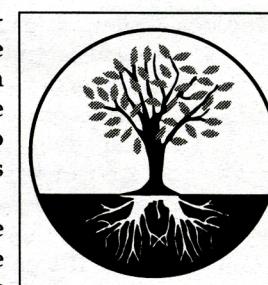
In response to recent articles in CTR (October 18 and November 8) on the problems of recycling newsprint and the lack of de-inking plants in Québec, let me assure the Concordia community as to the work of Concordia's recycling committee.

The recycling committee is one of the more enjoyable committees I am on this year. It promotes and receives ideas on how to make Concordia a more efficient and a more responsible institution. It is all very well for us to pontificate on the state of the en-

vironment but in the end one has to get ones own house in order. "Think globally; act locally" is one of the dicta of the green movement.

The problem of recycling paper has always been one of our first concerns. Concordia University has more than 5,000 rooms in more than 80 buildings. Some buildings we own, some we rent. Some buildings we clean and pick up the garbage with Concordia personnel (as at Loyola), some buildings we contract out to cleaning companies (the Hall

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CUPFA explains seniority position

I would like to respond to M. Picard's letter, published in the November 15 edition of CTR, concerning my CUPFA News summary of Part-time Faculty (PTF) seniority demands in current negotiations between the University and its PTF.

While I can appreciate his chagrin at not receiving the position he applied for at the Université de Montréal, I can more readily appreciate the dismay of someone who has given competent and loyal service over many years, suddenly not being rehired. Moreover, apart from the fact that U de M's hiring policies are not Concordia's, the overwhelming majority of PTF have indi-

cated (in a survey conducted twice last year) that they want seniority to be the crucial determinant in course allocation.

Repeated hiring of PTF recognizes experience as a crucial factor in teaching success. CUPFA's seniority demands are a means of integrating this recognition of Concordia experience into rehiring procedures. Other elements in PTF rehiring, which M. Picard seems to confuse with initial hiring, are also recognized in considerations of seniority. Service on Departmental, Faculty and University-wide committees, councils and other bodies is one example.

See CUPFA LETTER on page 10

Concordia's Thursday Report is interested in your letters, opinions and comments.

Letters to the Editor should be signed and include a phone number. Please limit your letter to one typed page. The Editor reserves the right to edit for space considerations although the utmost care will be given to preserve the core of the writer's argument. Send Letters to the Editor to BC-117, or fax 848-2814. Letters must arrive by Monday noon prior to Thursday publication.

concordia's Thursday Report

Concordia's Thursday Report is the community newspaper of the University, serving faculty, staff, students and administration on the Loyola Campus and the Sir George Williams Campus. It is published 30 times during the academic year on a weekly basis by the Public Relations Department of Concordia University, 1455 de Maisonneuve Blvd. West, Montréal, Québec H3G 1M8 (514) 848-4882. Material published in the newspaper may not be reproduced without permission. **The Back Page** listings are published free of charge. Classified ads are \$5 for the first 10 words and 10 cents each additional word. Display ad rates are available upon request. Events, notices and ads must be at the Public Relations Department (Bishop Court, 1463 Bishop St., Room 115) in writing no later than Monday noon prior to Thursday publication.

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To the Commission on the Political and Constitutional Future of Québec

The following is a discussion draft of the brief Faculty Caucus has prepared for the Bélanger-Campeau Commission on the future of Québec. Faculty Caucus is an informal gathering of faculty members who meet periodically to discuss issues of interest to the entire Concordia community, (see *CTR*, Sept. 27, Oct. 25 and Nov. 15). The discussion itself has been scheduled for the next meeting of Faculty Caucus on Nov. 30.

A draft of this brief, revised on the basis of the Caucus discussion, will be translated and sent in multiple copies to the Bélanger-Campeau Commission by the end of the first week of December. This fulfills Caucus' promise in the first, preliminary submission to the Commission, dated 29 October 1990.

This is a document for discussion only. It is not the intention of the compiler of this brief that it be reproduced or disseminated without the written consent of the Steering Committee of Faculty Caucus. The Committee has given *Concordia's Thursday Report* such consent.

PART I: Prologue

As promised in our preliminary brief of 29 October, 1990, we are now pleased to submit to the members of the Commission our views on the political and constitutional future of Québec insofar as they affect the roles of its universities, and especially of our own university, Concordia.

A. The Nature and Provenance of our Brief

The document before you comes not from the University *per se*, but from Concordia's Faculty Caucus: an informal professorial assembly, open to all members of the Concordia faculty, which has met numerous times over the past months to discuss these issues and formulate the views articulated below. Though we would hope and suspect that other members and units of Concordia University and, indeed of other universities as well, would endorse what we have to say, our views remain our own. We also note, as we did in our opening submission, that we speak not only as members of the university community and as scholars in our respective disciplines, but as Québécois and Canadians.

B. The Mission of the University

As part of the prologue to our substantive discussion of issues, we wish to summarize in general terms our sense of the roles and responsibilities of the university in society and then to describe our view of Concordia's mission in particular. We wish to share our conviction that the university is at one level the servant, but at other levels both the conscience and the critic, of the society in which it operates. It is governed by the constitutional jurisdictions in which it exists. It depends for its legal existence and for the vast proportion of its operating resources upon those jurisdictions, and it owes to them the distinctive freedoms which permit it to fulfill its mission as a university.

In return, the university serves those jurisdictions and the societies over which they preside. It questions received truths and carries on an informed, critical and continuous inquiry in their regard. It works to expand our store of knowledge and understanding, both in pragmatic response to specific and imminent requirements, and in indirect response to questions which are often larger and more abstract. It fosters artistic and intellectual creation. It passes on both knowledge and the skills to expand and assess that knowledge in a critical manner. It educates in the broad sense and it trains in the narrow sense. It provides an essential milieu for critical discussion and debate of an unlimited variety of issues. It serves as an arena for the

exchange of ideas amongst all sectors of the communities to which it belongs, and those communities are at the same time as small as the neighborhood and as large as the world.

C. The Distinctive and Additional Mission of Concordia

In addition to these aspects of the university's mission which we believe to be shared universally, we also recognize that individual universities are of course distinctive in themselves. Each has its own identity, its own reason for being and its own additional mission. This is certainly true of our own university, Concordia, an active participant in the university community of Montréal, of Québec and of Canada.

In its short history as Concordia, the institutional progeny of its two founding institutions of Loyola College and Sir George Williams University, that identity has burgeoned rapidly. We are an urban university in the pluralist societies of Montréal, Québec and Canada. We are proud to have become known for espousing and cherishing the values of human equality, tolerance of diversity and open access to education. We are proud to have evolved, and to be seen as having evolved, in a manner which is distinctly responsive to the bilingual and multicultural nature of our environment.

Our identity with these values is not merely one of espousal: it has been and it remains one of active application. We have not merely permitted but actively sought and welcomed students from all cultural and linguistic groups. We have long offered education at both the undergraduate and graduate levels to part-time as well as full-time students. We have been distinctively accessible to and supportive of the elderly and middle aged as well as the younger, 'traditional' age groups which predominate in most universities. We have developed special support programmes for the handicapped. We operate our programmes on campuses in the downtown core and in the western end of Montréal, and we run off-campus programmes elsewhere in the province. We have afforded a vibrant arena of interaction for the members of the diverse cultural and linguistic groups which comprise our environment in Montréal, Québec and Canada. We interact freely and productively with other universities in those jurisdictions. We have developed several joint graduate programmes in concert with other Québec universities. We freely facilitate student exchanges on a number of levels.

Our active participation in the concentric milieux of Montréal, Québec and Canada extends to more than our pedagogical function. Many of our faculty and administrators have, either before coming to us at Concordia or simultaneous with their duties in our midst, actively engaged in leadership roles in the public domain, serving in positions of trust and responsibility in the affairs of Montréal, Québec and Canada. As witnessed by this brief, we consider it our responsibility as academics to participate in the informed discussion of public issues. We continue actively to collaborate in research as well as teaching with our colleagues in other universities in Québec and Canada. We participate in both *centres de recherche* in Québec and in Centres of Excellence elsewhere in Canada. In short, we join our confrères in both the English and French universities of the province, and in the university community of Canada, in all manner of professional association.

Finally, and in reference to that mission which virtually all universities strive to fulfill, we at Concordia are very proud to have established a reputation for academic excellence which belies the brevity of our history as a distinct university. While deriving most of our student body and a significant proportion of our professorate and administration from Québec, we draw students and scholars in substantial numbers from other

provinces and other nations. Some of our departments and programmes now rank amongst the foremost in Canada. A significant number of our faculty have earned national and, indeed, international reputations in their fields. Research, publication and other forms of intellectual and artistic creativity emanating from Concordia are already very substantial in both quality and quantity; they continue to develop.

D. Conclusion

We rehearse these descriptive points regarding our identity — as members of the Faculty Caucus of Concordia, as members of the university community in general, and as members of the professorate of Concordia University in particular — not for the purpose of self-congratulation. We do so because we consider these points to form an essential prologue to our convictions regarding the manner in which the constitutional arrangements of any society must provide for the universities in its midst. We must now turn to a discussion of the substantive conditions which must be provided if Québec's universities in general, and Concordia in particular, are to fulfill their missions.

PART II: The Constitutional Requirements of the University

In our view, it follows logically and necessarily from the nature of the university mission in general, and of our distinctive vision of that general university mission which applies to Concordia, that any constitutional arrangements must address the following concerns.

A. Any Constitutional arrangement must respect the academic integrity of the University and the academic rights and freedoms which have traditionally been accorded its faculty.

It should become obvious that the mission of the university in general can only be fulfilled in the guaranteed presence of certain freedoms of action. That is to say that if the common good of society depends on the search for knowledge and its free exposition, and if members of the academic community have special responsibilities toward the society of which they are a part, so too must they have special freedoms essential to meeting that responsibility.

The rights and legal standing of a university itself is expressed in the form of a charter. Concordia operates under the charter granted to Sir George Williams University in 1948, as amended by Order in Council of the Québec Government in 1975 to formulate Concordia University in its present form. We presume that any future constitutional arrangement will respect those provisions.

The rights and freedoms of university faculty are defined in the concept of academic freedom itself, as it is currently recognized in Québec, Canada, and elsewhere. In the words of the May 1977 Resolution on Academic Freedom and Tenure of the Canadian Association of University Teachers (CAUT).

Academic members of the community are entitled, regardless of prescribed doctrine, to freedom in carrying out research and publishing the results thereof, freedom of teaching and of discussion, freedom to criticize..., and freedom from... censorship. Academic freedom does not require neutrality on the part of the individual. Rather, academic freedom makes commitment possible. Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligations to base research and teaching on an honest search for knowledge.

Integrally related to the notion of academic freedom, and to its essential role in the operation of the university, is the institution of academic tenure: the continuing employment of a member of the academic staff following the successful completion of a probationary period. Always understanding that academic

freedom must be carried out in a manner consistent with honest and responsible scholarly performance, academic tenure is its essential safeguard. It ensures that the members of the university faculty will enjoy the right to exercise their honest judgment and independent critical faculties in carrying out their professional responsibilities, without hindrance or threat of dismissal from bodies either inside or outside of the university.

Like all freedoms in a democratic society, tenure is not absolute. It must be earned after a probationary period of considerable duration. It must be exercised responsibly, professionally and with appropriate restraint.

Many other principles essential to the fulfillment of the university's mission derive from these fundamental freedoms. Some of them are explained in the points to follow.

B.

Any Constitutional arrangement must afford to both the university and the members of its faculty continued and unhindered association with bodies and institutions of a public, private, and/or professional nature, in Québec, Canada, and elsewhere.

It follows from the identity of the university faculty as a community of scholars, essentially engaged in criticism and innovation, research and teaching, that we must continue to associate freely and without external inhibition with a wide range of institutions, broadly defined, in whatever manner which we choose.

These associations include, *inter alia*, individual and institutional participation in learned and professional societies specific to scholarly field, in professional societies (including, e.g., CAUT and FAPUQ: Federation des Associations de Professeurs des Universités du Québec) which are not specific to scholarly field, and in library, archival, data-base and other research centres and facilities of both public and private nature. They include linkages with government bodies and agencies ranging from departments of specific municipalities and provinces to national governments and the United Nations. They include political and social interest groups. They include institutions and bodies in the private sector.

Many such associations are reciprocal in nature, and must be allowed so to remain. Finally, continued association with all such institutions must be sustained without regard to national boundaries, cultural traditions, political, religious or ideological views, or language of communication, so long as they do not break the law or threaten the public order.

C.

Any Constitutional arrangement must facilitate free and unhindered access to educational materials without regard to place of origin or language of expression

It is clearly essential to the mission of the university that educational materials (including both print and non-print forms) of a wide variety must be readily and permanently accessible to us as scholars, to our students, and to our libraries, data bases, archives, laboratories and bookstores. It is equally essential that we be permitted access to these resources in the least expensive and most expeditious manner, without regard to country of origin, language of expression or ideological content. At the present time Québec regulates, via Bill 51, the acquisition of published material so as to favour the distribution network of Québec-based dealers. Universities are among the institutions currently exempt from this legislation. This exemption must continue if we are to maintain the desired freedom of access of such materials in an expeditious manner.

Toward the same end (and related as well to the freedom of association as discussed above) it will remain essential for libraries and other units within the university to maintain their cooperative arrangements with resource centres in other provinces of Canada and in other countries. One example of such arrangements is the currently reciprocal agreement whereby

faculty and graduate students in Québec universities may borrow materials from university libraries in Ontario, and vice-versa, either in person or by means of inter-library loan facilities. Another such example is the participation of Concordia University in the North American consortium for the purchase and exchange of printed materials known as the Center for Research Libraries located in Chicago.

A final concern under this heading concerns the issue of copyright. The difficulties which we in the university currently experience with the new federal copyright law give warning of the complexity and importance of this concern. The Canadian Association of Research Libraries is currently aiming to create a blanket licensing arrangement at the federal level which would be subsidized by the government. This would greatly simplify the requirement that one obtain permission to photocopy. Any constitutional arrangement which emanates from Québec should take the issue of copyright into account, and should facilitate a comprehensive copyright arrangement which would apply universally without regard for language of expression or instruction.

D. *Any Constitutional arrangement must afford continued access to both research and institutional funding, from sources both private and public, emanating from Québec, Canada and elsewhere.*

1. Institutional Funding:

At the current time, the predominant proportion of Concordia's institutional funding, as that of its sister universities in Québec, comes directly from provincial and, indirectly, via payments transferred to the provinces, from federal sources. Even some part of the funding emanating from non-government sources, including revenue from tuition fees, is heavily regulated by the Provincial government.

As one of the newest universities in Québec, Concordia has been handicapped in acquiring sufficient funding by a number of additional, and in some cases, unique factors. It has a relatively small and young body of alumni from which to anticipate contributions, and some difficulty in sustaining alumni loyalty from the graduates of its founding institutions. It has no medical or law schools which are especially productive of independent funding elsewhere. The point of its creation as a university coincided with a downswing in university funding generally in both Canada and Québec. It also coincided with a departure from the Province of some of the corporate contributors upon whose beneficence its founding institutions of Loyola College and Sir George Williams University had come to rely.

It is essential to all Québec universities, and to Concordia perhaps more than most, that any constitutional arrangement permit the continuity of federal transfer payments which may thus continue to be applied in part to university funding. To cut off such funding at this time of rapidly rising university costs and in view of university financing which is already precarious amongst many Québec universities, would be enormously and perhaps fatally detrimental.

2. Research Funding:

For us as members of the Concordia faculty, the question of funding for individual or group research is no less serious and perhaps even more vivid. Here it must be understood not only that the major sources of funding are again both provincial (FCAR) and federal (SSHRC, NSERC, Canada Council and MSC), but that the two systems are largely complementary rather than parallel. It is essential to us that federal research sources continue to be available, not only because of the vast sums of funding themselves, but because the forms in which such federal funding is made available are not often paralleled by the provincial government.

The main sources of federal funding on which most of us rely are distributed to research teams (with some of them gathered in Centres of Excellence, and some such centres located in Québec), to universities themselves in the form of general re-

search or block grants and to individual researchers. All federal grants are available on a competitive basis in virtually all fields which are pursued at Concordia — e.g., the sciences, engineering, social sciences, humanities and fine arts — and they include programs, — e.g., in aid of scholarly publication or in support of special library or data base collections. They are available to researchers and graduate students in all parts of Canada, without distinction to location, cultural background or language of employment.

The aims of Québec's chief research agency, the FCAR, differ in many respects. FCAR grants are increasingly oriented toward research teams, including *centres de recherches*, rather than to individuals, and tend to favour large projects of substantial duration rather than smaller projects or those in their formative stages. They provide infrastructure rather than funding for direct and essential research requirements, and they do so to such an extent that it is often virtually essential to have received prior funding from a federal source before the FCAR may be of maximum use. Provincial funding in aid to scholarly publication has been discontinued, as has, perhaps temporarily, the provincially funded general research or 'block' grants given directly to universities. Although provincial funds technically apply to all fields, there is a sense that funding for the humanities has received short shift: there are few *centres de recherches* in the humanities fields.

The question of provincial funding for graduate studies must also be considered. It is a matter of central importance to university research as well as to the teaching function *per se*. At present a fruitful reciprocity exists whereby students from any province may use federal funds in Québec and, under some circumstances, graduate students from Québec may employ Québec provincial funding outside the province as well, of course, as within.

In all of these arrangements pertaining to research funding there is an implication of reciprocity. Funding to faculty researchers is pursued by federal and provincial structures in a complementary manner, and funding for graduate students also enjoys a fruitful reciprocity. It seems to us absolutely essential that any future Constitutional arrangements should sustain a system of research funding such as exists at the present time. We fear that the discontinuity of federal funding for education in Québec, either in the form of institutional or research support, would be enormously detrimental and perhaps even fatal to programmes and units within the Québec system of higher education.

E. *Any Constitutional arrangement must maintain immigration conventions which permit the university to employ faculty from outside Québec and Canada when necessitated for academic reasons.*

It follows from the essential academic freedom to pursue the university mission without external interference, and from the international nature of both the academic community and the world of ideas in which it operates, that the university will have to have the freedom to choose its faculty members without regard to national boundaries when this is necessitated by academic considerations.

It may be desirable to employ Québecers and Canadians from outside Québec when those resource pools provide candidates of appropriate skills and quality. This is provided for in the current federal policies on academic employment. On the other hand, it is simply unrealistic to imagine that all academic specialities which should be represented in the universities of Québec or Canada are now or ever will be readily available in the scholarly resource pool of those jurisdictions. Furthermore, as judgments on the nature of scholarly qualification can best — perhaps only — be made by academics themselves, it will be necessary for government policy to permit a considerable degree of discretion to the universities in the hiring of faculty from elsewhere. To do otherwise would work to sacrifice scholarly excellence or to cut off the universities of Québec from the larger world of ideas, of research and of scholarship.

F. Any Constitutional arrangements must afford the university unobstructed access to qualified students, both graduate and undergraduate, who may wish to study at Concordia or other Québec universities, without regard for place of origin or mother tongue.

It would be highly detrimental to the mission of Québec's universities, and indeed to the society and culture of Québec itself, if access to higher education in any of those universities from qualified students, either in Québec or elsewhere, were obstructed.

Within Québec itself, the qualified potential student must remain free to attend the university of his or her choice without reference to mother tongue or national origin. Any restriction of such choice, either directly by fiat or indirectly by eliminating freedom of educational choice at the CEGEP level whence most of our students derive, would be a serious mistake. It would create social, linguistic and cultural ghettos of our universities. It would stultify the current and proper role of the university in creating interaction amongst diverse groups and in imparting knowledge, skill and human understanding across cultural and linguistic lines. If the university is to be inhibited in performing these functions, it is very difficult indeed to envision how else those functions will be fulfilled.

We at Concordia feel this particularly sharply, for we have become an especially pluralistic community of students, faculty and staff. We take enormous pride in facilitating understanding and fruitful interactions amongst virtually all cultural, social and linguistic groups represented in Québec and Canada.

Within the university system of Canada, the current model of reciprocal access without differential fees which Québec shares with other provinces must also be retained. In addition, it should continue to serve as a model for reciprocal access arrangements between Québec and non-Canadian jurisdictions. In this manner the university may be allowed without restraint to compete internationally for highly qualified students, especially at the graduate level, so that its research programmes can continue to grow and its internal culture can remain strongly pluralistic. This requires a more frequent waiver of international fee differentials and a willingness to waive such differentials for qualified students regardless of national origin or mother tongue. To compromise this principle of reciprocal access without differential fees works against the interests both of Québec universities and of individual Québecers whose scholarly interests may require them to study elsewhere.

G. Any Constitutional arrangement must guarantee unobstructed opportunity for the employment of qualified graduates of the programmes of all Québec universities, in both the public and private sector, without regard to gender, race, religion, ethnic origin, physical disability or mother tongue.

We are very proud of our undergraduate and graduate training in such areas as, e.g., translation, public administration and public policy, which have been especially active in affording such training. We are equally pleased that so many of our graduates in these and other programmes are fluently bilingual, well qualified, and committed to working and living in Québec. We would hope that any constitutional arrangements not only endorse current doctrines concerning fairness in hiring, but expand upon them and work actively toward their fulfillment.

H. Any Constitutional arrangement must continue to exempt the universities of Québec, including Concordia, from the laws regarding the use of French in the workplace which apply elsewhere in the province.

It follows from the responsibility of all universities to pursue their particular missions of criticism and innovation, research

and teaching, that they must do so without restriction of language.

It also follows from the traditional and current role of Concordia in the Québec university system that our student body, however diverse the ethnic origins or the mother tongues of its members may be, have come to us in considerable measure because they seek a university education in Québec which employs English as the predominant language of instruction. By no means are all such students anglophones whose linguistic skills would preclude a university education in French. Many are native French speakers: indeed, their numbers have approached a full quarter of our total student body in some years. Many others have neither French nor English as a mother tongue.

As we have said in the Prologue above, one of the most distinctive characteristics of Concordia is its effort to create in itself a true meeting place for the members of the diverse ethnic, cultural and linguistic groups which comprise Québec. We feel we have had considerable success in this, though we have by no means relaxed our efforts on its behalf. Indeed, both the numbers and the social composition of our student body convince us that this is the role we must strive to fulfill. Were we to have to conform to the laws governing the language of work which apply elsewhere, it would be virtually impossible for us to serve our fellow Québecers, people of all languages and backgrounds, in that manner.

II. CONCLUSION:

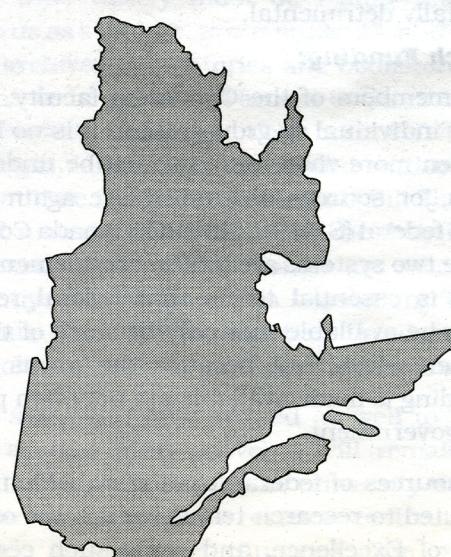
We thank the members of the Commission for receiving our brief, and would be glad to discuss our views at a public hearing.

On behalf the Faculty Caucus of Concordia University, the members of the Steering Committee have signed their names below.

NOTES:

1. This brief has been compiled by Robert Tittler, Professor of History. It is based on several open meetings of the Faculty Caucus held between September and November, written submissions and comments of numerous colleagues, consultation with sundry colleagues and staff members of the University, and the guidance of other members of the Faculty Caucus Steering Committee: Geoffrey Adams (History), Bryan Barbieri (Marketing), Randy Swedburg, Chairman (Leisure Studies), John Zacharias (Urban Studies).

2. The Steering Committee would like to thank the following who have contributed ideas and/or briefs to this document: S. Hoecker-Drysdale, K. Waters, C. Gabriel-Lacki, D. Otchere, C. White, M. Brian, A. Lallier, J. Moore, R. Wareham, J. Appleby, P. Albert, Mme. Gamache, Mme. Gaudet, G. Boyd, R. Rudin, H. Proppe, R. Keaton, The Office of Institutional Planning and Research, L. Prendergast, D. Shapiro, C. Gray, P. Gulick, S. McEvenue. We would like especially to thank our Secretary, Mr. Grendon Haines, and his Assistant, Mrs. Ann Pearson.




CUSA Board votes to remove co-president

A duly convened CUSA Board of Directors meeting last Friday passed a motion for the removal of CUSA co-president Stuart Letovsky from office. The motion was debated in Executive Session and a secret ballot revealed that 11 members were in favour of the motion, one was against. CUSA's Judicial Board, the adjudicating branch of the student association, however, has deemed that meeting unconstitutional as the Board of Directors does not meet the required 30-director membership. Consequently, Letovsky and co-president Tammy Powell, have announced their intention to continue "business as usual." — DGV

Neediness does not happen only during the holidays

The Campus Ministry has conducted an annual Christmas Basket Drive for many years, appealing to Faculty and Staff for donations. Fund-raising efforts and a student collection have raised be-

tween \$6,000 and \$12,000 annually. The money is used to buy food for baskets for needy families during the holidays as well as to buy vouchers for needy students throughout the year. — DGV

Student organizations join forces to launch drive

For the first time in Concordia history, all four student organizations (CUSA, CASA, ECA and the Inter-Fraternity Council) and Q-PIRG have joined forces to launch a University-wide basket drive. Called the Concordia Food Drive Coalition, members have organized the Concordia Can Food Drive, which runs Nov. 26 to Dec. 21. To mark the occasion, "Soup and Sandwich" will launch the drive between 11:30 a.m. and 12:30 p.m. on Nov. 26 in the Henry F. Hall Building lobby. Activities planned during the lunch hour are designed to raise awareness about the homeless — there are more than 10,000 homeless in Montréal, of which half are youths. The objective is to gather canned and non-perishable food to be distributed to four community groups. — DGV

Concordia creates art acquisition endowment fund



PHOTO: Owen Egan

Concordia Governor Leonard Ellen and his wife, Bina (left), are shown with Concordia Rector Patrick Kenniff and Art Gallery Curator Sandra Paikowsky (right) at the recent launching of the University's Art Acquisition Endowment Fund, which was made possible through a generous donation from the couple. The three flank an oil on canvas by the artist Rita Letendre, titled "L'Aube," which was bought for the University's art collection with income from the fund. The event, which was held in the Concordia Art Gallery, was attended by more than 100 people, including Ellen family members and friends, members of Concordia's Board of Governors and senior faculty and administrators.

An earlier endowment fund, for undergraduate scholarships at Concordia, was instituted in September.



L'ACADEMIE DES GRANDS MONTRÉALAIS IS PLEASED TO HONOR THE THREE WINNERS OF THE

PRIX D'EXCELLENCE "UNIVERSITAIRE" DE L'ACADEMIE DES GRANDS MONTRÉALAIS

This prize is awarded to the authors of the best doctoral theses chosen from among the entries of postgraduate students at Montréal universities and their affiliated schools.

This year, for the first time, three winners were awarded a \$5,000 prize at the 13th Gala des Grands Montréalais, held on November 8 at the Palais des Congrès de Montréal.

RUNNERS-UP FOR THE 1990 PRIX D'EXCELLENCE

Yvan Dumas
Applied mathematics
École Polytechnique de Montréal
"Confection d'itinéraires pour le transport adapté"

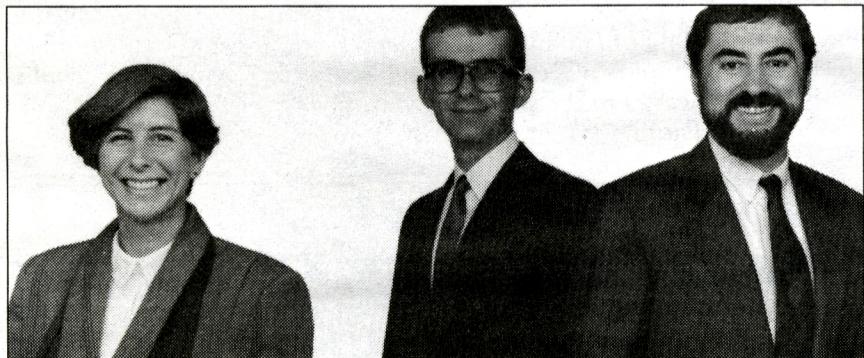
Robert Gagnon
Sociology
Université de Montréal
"Les ingénieurs canadiens-français entre 1870 et 1960. Généalogie d'un groupe social"

Sydney B. Miller
Psychology
McGill University
"Psychological Stress and Risk for Cardiovascular Disease"

Luc G. Pelletier
Psychology
Université du Québec à Montréal
"L'effet des croyances entretenues par le superviseur, quant à la motivation des subordonnés, sur les comportements du superviseur et de leur influence sur la motivation réelle des subordonnés"

Christine Tellier
Linguistics
McGill University
"Les propriétés syntaxiques des constructions génératives en français"

Guy Thibault
Physical education
Université de Montréal
"Modélisation de la performance en course à pied"



Diane Desrosiers-Bonin
Classic and medieval studies
Université de Montréal
"Motifs éthiques dans l'oeuvre de Rabelais"

James Stephan McFee
Electrical engineering
McGill University
"Accurate and Consistent Force Calculation for Finite Element Magnetics"

Charles Levin
Humanities
Concordia University
"An Essay on the Symbolic Process"

• **TRESIERRA continued from page 3**

country, so it was the logical choice for the establishment of bilateral and regional graduate programmes. In countries like El Salvador, Guatemala and Nicaragua, students can only go so far in their education, said Tresierra.

"They can't stay in their own countries to study because no universities there provide higher study. So, if you can establish regional programmes in a stable country, these students can continue."

After much consultation, the University of Costa Rica, National University, the Costa Rica Institute of Technology and Concordia decided on three areas in which to offer graduate programmes and conduct research: science and technology, because of the need to modernize production; women's studies, so as to overcome the barriers preventing women from participating more fully in development; and international relations (Latin America), in order to connect Central America with

developments in the rest of Latin America.

Initially, the programmes will be bilateral, but by 1992-93, regional programmes should begin, said Tresierra. Also, he added, other Canadian universities may become involved in programmes Concordia does not offer, such as agriculture.

"I see Concordia being a window on Canadian universities for the Central American region. We would put a particular university in touch with the appropriate Canadian institution."

Tresierra said he is pleased with the quick pace at which the programmes are taking shape. The Vice-Dean of Engineering at UCR, Clara Zomer, visited a few weeks ago (see article, page 3), the Director of the Engineering Research Institute, Ismael Mazon, visited Concordia last week to establish priorities in research and training. Mechanical Engineering Professor Tom Sankar expects the first group of Costa Rican

graduate students will begin their studies here in September and then do field work in their own country.

"If, for instance, a student is researching the movement of soil at a particular site in Costa Rica being considered for a water reservoir, the analytical work would be done here but the case study would be done there."

Creative funding

Tresierra is pursuing the usual routes in search of funding to realize the project: federal government development agencies, banks and other universities, but he's also looking at debt conversion, a departure from the usual loan or grant. For example, if Costa Rica is \$5 million in debt to the Government

of Canada, rather than paying back the money, the country would pay the equivalent in local currency toward a local development, in this case, higher education.

"There are immense savings because the money stays in local currency. We're not talking about a profitable proposal, but about a developmental proposal."

Tresierra said he believes Concordia, and universities in general, need to participate more fully in north-south relations and the globalization of world problems.

"National boundaries are disappearing," he said. "Pollution and investment know no boundaries. By establishing links with developing countries, we'll be forced to transform to the global reality."

• **RECYCLING continued from page 4**

building, for example) and some are handled by the owners of the buildings we rent from (Guy Metro). As you can see the logistics of picking up waste paper can be complicated.

The second problem arises because of the novelty of this technology or at least the sheer change in scale of a previously small-time business. Today, everyone wants recycled paper and recognizing the need to preserve our forests, reduce water polluted effluent from the pulp and paper industry, and generally to reassert our puritan, though secular, ethic of waste not, want not.

Concordia has used several companies over the last 10 years. No one company has been able to give us both reliable and comprehensive service. Right now we have contracts with two companies, one for the Loyola and one for all the SGW buildings.

This year has seen an abrupt change in the technology. De-inking mills are now available and since September, we have been assessing and coordinating the negotiations with several companies including Canbec Fibres, the company mentioned in the last article.

We are hoping to conclude these negotiations soon and if all goes well a whole new concept of waste management will come into effect at Concordia

in January. We are aiming to incorporate the following principles though it is uncertain whether all of this can be accomplished in the new year:

1. One company will handle all our recyclable and other waste.
2. All paper should be recycled including newsprint and telephone books.
3. Office waste bins which presently handle everything from coffee grounds, sandwich wrappers to discarded virgin paper will be replaced with or reconfigured as RECYCLING bins and the non-recyclable garbage will have to be deposited in separate WASTE bins, available, say, in corridors. This will require a completely new attitude for all of us, but I expect this will inevitably be part of future life on our home planet.

GOOD NEWS! This term, we have already realized savings of about \$1,000 per month because of significant reduction in our compacted waste. The committee has been allowed to use some of this as seed money to find more ways to reduce consumption and increase recycling.

Michael Hogben
Chemistry and Biochemistry
Department

• **CUPFA LETTER continued from page 4**

M. Picard also assumes that all PTF lack a third cycle degree (which is not the case) and, further, that those who do are by definition incompetent. This is an unwarranted assumption. Would he also suggest that doctorate automatically guarantees competence in teaching, which, after all, is what PTF are hired primarily to do? He assumes that PTF do not keep up with developments in their fields, yet many PTF give performances, take part in exhibitions, attend conferences, and publish — just like M. Picard. Perhaps M. Picard, given his impressive qualifications, should apply for a tenure-track position here or elsewhere. This year, for example, two PTF from my Department were hired to tenure-track positions outside the

province. His concerns about potential stagnation and mediocrity could be applied to the entire professoriate. Why does he single out PTF?

It is gratifying, however, to note that M. Picard intimates that he too, as a member of the bargaining unit, will benefit from his 60 credits of seniority. No doubt, he will happily pocket his retroactivity, salary increase, stipends and other benefits once the collective agreement is signed, a collective agreement, I might add, that is being negotiated by PTF in the interest of all members of the bargaining unit, including M. Picard.

John McAuley
Internal Vice-President
CUPFA

• **ZOMER continued from page 4**

taught how to speak in public. They use very weak voices, as if they were asking forgiveness for talking."

Zomer rose above these conditions and concluded with some advice for

women engineers entering a male-dominated workplace. "When you're caught in a stereotypical or unchallenging job, you have to know when to walk away."



PHOTO: Owen Egan

Clare Zomer, seated (centre), Engineering Professor Corinne Jetté, behind her, Vice Rector Academic Rose Sheinin, standing (second from right) and Associate Dean Doug Hamblin (third from left), back row, assemble with students after lecture.

• **CUFA continued from page 1**

negotiated to stave off the Administration's proposal to implement universal CDI caps on salaries near the \$80,000 per year mark.

Under the terms of the new collective agreement, all faculty are eligible for increases, but high-wage earners, who constitute about 20 per cent of the facul-

ty, will have to justify additional increases above \$80,000. The process for evaluation has been reduced from once yearly to once every two years, taking into account a professor's record in research, committee work and teaching, which has been overlooked in the past, Raudsepp said.

• **THE BACK PAGE continued from page 11**

CPR COURSES

The following CPR courses will be offered by the Occupational Health & Safety Office in the next few weeks. Members of the Concordia community or outside community are all welcomed to take these courses. There will be a discount price for the Concordia community. For all those who are interested, please contact Donna Fasciano, CPR Programme Coordinator at 848-4877 for more information.

SUNDAY, DECEMBER 2

CPR Heartsaver Course

6 hours for life, this course includes rescue breathing and one-person rescuer CPR, and management of the obstructed airway.

SUNDAY, DECEMBER 9

CPR Heartsaver PLUS Course

8 hours for life, this course includes rescue breathing and one rescuer CPR, management of the obstructed airway and infant, child resuscitation.

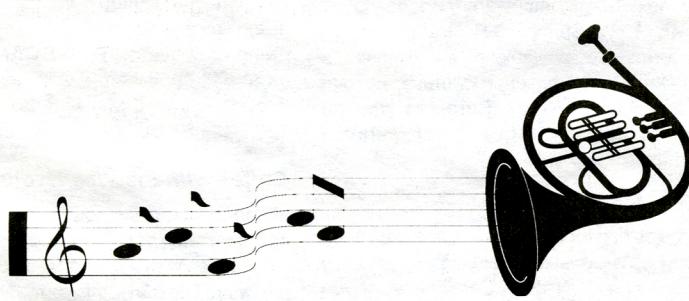
SUNDAY, NOVEMBER 25

BCLS Refresher Course

This course is offered to people certified in the Basic Life Saver Course, who want to renew their certification and update their knowledge.

- The BACK PAGE continued

The Concordia Concert Hall Schedule



Concert Hall is located at 7141 Sherbrooke St. W. Admission is free to all concerts, except where noted. Information: 848-7928.

THURSDAY, NOVEMBER 22

Jan Jarczyk, Jazz Pianist. Works by Jarczyk and colleagues. Time: 8 p.m.

Vivaldi's Four Seasons with soloists Natalya Turowsky, Françoise Morin, Sven Meier and Mariusz Monczak. Time: 8 p.m.

SATURDAY, NOVEMBER 24

Concordia Orchestra, under the direction of Sherman Friedland. Performance of

Mariusz Monczak, Violin. Programme to be announced. Time: 8 p.m.

FILM

FRIDAY, NOVEMBER 23

Conservatory of Cinematographic Art

Le Proces de Jeanne D'Arc (1963) Robert Bresson at 7 p.m.; *The Night of the Iguana* (1964) John Huston at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

Ophuls (1948) at 7 p.m. with Joan Fontaine, Louis Jordan and *Singin' in the Rain* directed by Gene Kelly & Stanley Donen (1952) at 8:45 p.m. with Gene Kelly, Donald O'Connor, Debbie Reynolds. Presented by the Department of Communication Studies and the Conservatory of Cinematographic Art. Admission: FREE. Location: F.C. Smith Auditorium, 7141 Sherbrooke St. W., Loyola Campus. Information: 848-2555/2540.

Conservatory of Cinematographic Art

Christopher Strong (1933) Dorothy Arzner at 8:30 p.m., in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

SATURDAY, NOVEMBER 24

Conservatory of Cinematographic Art

The Gospel According to St. Matthew (1964) Pier Paolo Pasolini at 7 p.m.; *The Mission* (1986) Roland Joffé at 9:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

SUNDAY, NOVEMBER 25

Conservatory of Cinematographic Art

L'Œuvre au Noir (1988) André Delvaux at 7 p.m.; *The Bells of St. Mary's* (1945) Leo McCarey at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

MONDAY, NOVEMBER 26

Conservatory of Cinematographic Art

A Nous La Liberté (1931) René Clair at 8:30 p.m., in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

TUESDAY, NOVEMBER 27

Conservatory of Cinematographic Art

Tout va bien (1972) Jean-Luc Godard at 8:30 p.m., in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

WEDNESDAY, NOVEMBER 28

Loyola Film Series

Letter from an Unknown Woman directed by Max

FRIDAY, NOVEMBER 30

Conservatory of Cinematographic Art

The Bible (1966) John Huston at 7 p.m., in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

SATURDAY, DECEMBER 1

Conservatory of Cinematographic Art

La Messe est finie (1985) Nanni Moretti at 7 p.m.; *Jésus de Montréal* (1989) Denys Arcand at 9 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

SUNDAY, DECEMBER 2

Conservatory of Cinematographic Art

Un chien andalou (1928) Luis Buñuel and *L'Age D'Or* (1930) Luis Buñuel at 7 p.m.; *The Silence* (1963) Ingmar Bergman at 8:30 p.m. in H-110, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Admission: \$2.50 per screening. Information: 848-3878.

LACOLLE CENTRE

leader: Lanie Melamed. Time: 9:30 a.m. to 4 p.m. Cost: \$50. To register, call: 848-4955.

You and Your Goals: Fundamentals of Financial Planning

This workshop will show you how to tailor make and manage your own financial plan in light of your short and long term objectives. Workshop leader: Mary Meyers. Time: 9:30 a.m. to 4 p.m. Cost: \$50. To register, call: 848-4955.

SATURDAY, NOVEMBER 24

Play, Creativity and Learning

This workshop will expand our understanding of the importance of play and creativity in enhancing both effective living and learning. Workshop

UNCLASSIFIEDS

Piano for Sale

Upright piano in excellent condition. \$700 + moving expenses. 761-6221

University Writing Test

Tutoring available FREE of charge. Call: 848-2321.

For Rent

A bright large, 4 1/2, balcony, fireplace, Town of Mount Royal Park, facing rose garden, hardwood floors, fully equipped, immediate occupancy, 1166 Laird, apt. 30. Call 738-2120, 946-3658, or evenings in Ottawa, (613) 236-3170.

For Rent

Near Jean Talon Metro, 7165 Casgrain, beautiful, 1 bedroom apartment, semi-furnished, all services included. \$325 per month. Call: 277-6707 or 270-7304.

N.D.G. Private Sale

Co-ownership, large upper 7 1/2, very bright, top

quality construction, oak work, renovated kitchen and bathroom, garage, backyard, basement, very good condition, excellent location (Marcil, near Monkland). A real bargain! Call 482-8790 or 848-8779.

For Sale or Rent

Lake of Two Mountains, 2 bedrooms, 5 1/2 bungalow, newly renovated bathroom. Close to public transportation. Quiet area. Asking \$59,900. Call 473-8946, leave message.

Sublet

6 1/2, N.D.G., near Vendome Metro. Semi-furnished. Call Kate at 485-1585 after 6 p.m. and 383-4506 days.

For Rent

Comfortably furnished 4 1/2 apartment in TMR, needs occupant while I'm on Leave of Absence, January-Aril 1991. 5 minutes from Commuter train (CN Central Station, 10 minutes) or 165 bus. Finances very flexible. Call Jennifer at 735-1256 (evenings) or 398-4696 (days).

CAMPUS MINISTRY

Loyola Chapel

Mass will be held Monday thru Friday at 12:05 p.m. and Sunday at 11 a.m. and 8 p.m. All are welcome. Information: 848-3588.

Discovering your Inner Child of the Past

Thursdays 2:30 to 4 p.m. at the SGW Campus Ministry. Location: Annex Z, 2090 Mackay, Room 02. Donation \$10. Information call Sister Mickie at 848-3591.

The Emmaus Lunch Hour

A tasty fare sure to build community, bring your lunch, expect to make friends, engage in topics of interest and faith-sharing. Tuesdays, at 12 noon to 1 p.m. at Annex Z, 2090 Mackay, Room 02. Information call Sister Mickie at 848-3591.

Skating with the Blind

We need volunteer skaters to join us on Friday

When the Mountains Tremble

The story of Guatemalan native women seen through the eyes of Rigoberta Menchu. Location: Belmore House, 3500 Belmore Ave.

DOCTORAL THESIS DEFENSE

Doctoral Thesis Defense

Against the Naturalistic Paradigm in Research in Education Technology and their Implications for Current Research Practices."

Mr. Salem Al-Assadi at 10 a.m. in H-773, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Thesis title: "Disturbance Rejection in Multivariable Systems."

TUESDAY, DECEMBER 4

Ms. Lilian Latchinian at 10 a.m. in H-762-1-2-3, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Thesis title: "Biochemical and immunological aspects of Q-glucosyltransferases involved in flavonoid glucoside biosynthesis."

ALUMNI ACTIVITIES

WEDNESDAY, NOVEMBER 28

Environmental Choice

This programme was created to help consumers find products which ease the burden on the environment. Interested consumers will find out how this programme works and also which products are currently on the market. Location: Faculty Club Dining Room, 7th floor, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Time: 7 p.m. to 9:30 p.m. Please be prompt! Price: \$10. for alumni, \$12. for guests. Payable to Concordia Alumni. Sorry no refunds. RSVP: Gabrielle Korn at 848-3817. Reservations are confirmed upon receipt of payment for all events.

WEDNESDAY, DECEMBER 5

Tour of Brassal-Brasserie Allemande

Join fellow graduates for a tour of this computerized brewhouse, which uses state-of-the-art equipment imported from Austria and Germany to produce **Hopps Brau** a cold-filtered, unpasteurized premium lager beer, the first genuine German-style beer brewed and aged in Quebec. Location: 8477 Codner St., corner Dollard Avenue in LaSalle. Time: 6 p.m. to 8 p.m. Please be prompt! Price: \$10. for alumni, \$12. for guests. Payable to Concordia Alumni. Sorry no refunds. RSVP: Gabrielle Korn at 848-3817. Reservations are confirmed upon receipt of payment for all events.

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Next week's Concordia's Thursday Report is the last before the winter break. Don't forget to call Kevin Leduc at 848-4881 no later than Monday to place a listing.

THEATRE

D.B. Clarke Theatre

Presents "Peer Gyn" by Henrik Ibsen, directed by Michael Devine. November 28 to December 1, 1990 at 8 p.m. and December 2 at 2 p.m. Location: D.B. Clarke Theatre, 1455 de Maisonneuve Blvd. W. For ticket reservations starting November 19, 1990 call 848-4742.

NOTICES

Graduating?

All students completing Certificate, Degree or Diploma requirements during the Fall 1990 or Winter 1991 sessions who therefore expect to graduate next Spring must apply to do so by January 15, 1991. Spring 1991 Graduation Application forms are available at the Registrar's Services Department on each campus: Loyola: AD-211 and S.G.W.: N-107. **Students who do not apply by January 15th will not graduate next Spring.**

points on request.

Legal Information Service

Problems with your landlord? Problems with that contract you signed? Immigration Department giving you a headache? Your girl-friend/boy-friend giving you a heartache? **WE CAN HELP!!** Contact us at 848-4960 from 9 a.m. to 5 p.m., Monday through Friday. Come and see us in Room CC-326, 7141 Sherbrooke St. W., Loyola Campus.

Coffee with the Vice-Rector, Academic

Members of the Concordia Community, students, non-academic personnel and faculty are invited to have coffee with the Vice-Rector Academic on the following Tuesdays this term: November 27 and December 11, after 7:30 p.m. in AD-231, 7141 Sherbrooke St. W., Loyola Campus. Call Munit Merid at 848-4847 to confirm your attendance.

Muslim Students Association

Notice to all Muslim Students & Staff, Friday prayer starts at 1:15 p.m. at 2090 Mackay in the Basement. Daily prayer is offered congregationally at the same place. (Prayer time schedule is posted).

Writing Assistance

Improve your writing. Writing Assistants offer **Free** individualized help with any writing problem. Location: H-440, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.), days or evenings at 848-3545. Loyola Campus, 2490 West Broadway, days only at 848-3555.

Guidance Information Centre

DO YOU KNOW? Do you know where to find the answers to these questions? Where to locate university calendars worldwide? How to prepare for an employment interview? Where to apply for private sources of financial aid? How to study? How to determine which universities offer particular educational programmes? Where to find information on occupational options and career planning? Come to the Guidance Information Centre and find the answers. Sir George Williams Campus, H-440, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. 848-3556 and Loyola Campus, 2490 West Broadway, 848-3555.

WOMEN'S AGENDA**Women in Engineering**

The office of the Advisor to the Dean of Engineering and Computer Science has been created in order to increase the number of women in the Faculty. It is also the aim of the Office to reduce the isolation that women students might feel in a predominantly male faculty. The women in Engineering and Computer Science (WECOS) Mentoring Programme and Big Sister Programme are two initiatives being taken by the office. Women studying in the Faculty will soon receive information describing these programmes. If you have ideas or suggestions please feel free to contact the acting Advisor, Diane Comtois at 848-3073 or 848-3055.

Lesbian Studies**Coalition of Concordia**

Find out about lesbian perspectives in education! Weekly meetings on Mondays at 8 p.m. at the Simone de Beauvoir Institute, 2170 Bishop, in the Lounge. All lesbians and women, students, faculty and staff, welcome. Information: 848-7474.

NOVEMBER 23**International Women Students**

A support group for international and visiting women students. 3 p.m. to 5 p.m. Women's Centre, 2020 Mackay, in the basement. Information: 848-7431.

NOVEMBER 26 & 27**Faithful Women, Part 4 & 5**

A seven hour video series directed by Kathleen Shannon. A Studio D, NFB Production. Women and Religion around the world. Nov. 26: Part 4. "Working Towards Peace." Potential for Palestinian/Israeli dialogue discussed by a Palestinian and an Israeli. Nov. 27: Part 5. "Priorities and Perspectives." Discussion by women from the various traditions on issues of particular. Time: 12

MEETINGS**CUNASA Administrative Council Meeting**

The next CUNASA Administrative Council Meeting will be held on Monday, December 3 at 4 p.m. in the CUNASA offices. The Agenda and a copy of the last Minutes are available from Huguette Albert, C-523, 1440 St. Catherine St. W.

Board of Graduate Studies

The next meeting of the Board of Graduate Studies will be held on Monday, December 3, 1990 at 2 p.m. in H-769, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W.

Amateur Radio Club Meetings

The Amateur Radio Club will be meeting every Tuesday from 7 p.m. to 11 p.m. in H-644-1, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Activities include shortwave listening, international contests, data communications, TV transmission and much more. Information: 848-7421.

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Events, notices and ads must reach the Public Relations Department (BC-115) in writing no later than Monday noon prior to Thursday publication. Contact Kevin Leduc at 848-4881 or FAX 848-2814.

LECTURES/SEMINARS**THURSDAY, NOVEMBER 22****Ph.D. Humanities**

Ph.D. Humanities and Lonergan University College in cooperation with the Goethe Institute presents Prof. Wolfgang Schluchter of the University of California at Berkeley who will speak on "The Emergence of the Bourgeois Lifestyle" as seen in the work of Max Weber. This public lecture will take place at 8:30 p.m. in DL-200 (Senate Room), 7141 Sherbrooke St. W. Information: 848-2154.

Thursdays at Lonergan

Stan French, Department of Philosophy, Concordia, will speak on "What Next Quebec?" Time: 4 p.m. to 5:30 p.m. Location: 7302 Sherbrooke St. W. Information: 848-2280.

Liberal Arts College

Presents a public lecture entitled "Eve's Journey: Female Images in the Bible" given by Nehama Aschkenasy, University of Connecticut at 8:30 p.m. in H-110, Henry F. Hall Bldg., 1455 de Maisonneuve Blvd. W. Information: 848-2565.

FRIDAY, NOVEMBER 23**Department of Philosophy**

The Department of Philosophy will be holding a Philosophy Colloquium in which Professor Bruce Freed, University of Western Ontario will speak on "Pragmatism and Content" at 1 p.m. to 3 p.m. at Lonergan University College, 7302 Sherbrooke St. W.

Friday "Brown-Bag" Seminar Series

Professor Susan Hoecker-Drysdale, Department of Sociology will speak on "Reflections on Harriet Martineau." Time: 12 noon to 1 p.m. Location: Third floor Lounge, Vanier Library, 7141 Sherbrooke St. W. Information: 848-2427.

TUESDAY, NOVEMBER 27**M.Sc. Information Session**

The Faculty of Commerce and Administration will be holding an information session on its *Master of Science in Administration Program* at 5:30 p.m. in GM-407-1, 1550 de Maisonneuve Blvd. W. Information: 848-2711 to confirm attendance.

WEDNESDAY, NOVEMBER 28**Department of Political Science**

The Master Program in Public Policy and Public Administration presents Pierre Marc Johnson, Lawyer, Doctor and Law Professor, McGill University will speak on "Environnement et politiques

ART GALLERY**Art Gallery**

An exhibition entitled "Urban Images: Canadian Painting" until December 1, 1990 at the Concordia Art Gallery, Henry F. Hall Bldg. (1455 de Maisonneuve Blvd. W.). Information: 848-4750.